

Advocacy



People with disabilities face environmental and social barriers that limit access to employment, education, transportation and social inclusion.

TWO THIRDS

OF ALL PEOPLE WITH DISABILITIES
live in a low-income country

13.2%

OF HOUSEHOLDS IN TANZANIA
report at least one member
with a disability

WITH ONLY

3.1%

of household heads with a disability
receiving income from paid
employment,* PWD-led households
**EXPERIENCE GREATER
LEVELS OF POVERTY**

* Compared to 10% of household heads without a disability

MORE THAN HALF

OF CHILDREN WITH DISABILITIES
do not attend school as a
result of their health or
activity limitations

Inclusion for All

The CCBRT Advocacy Unit was formed to promote disability inclusion in Tanzania. Its work includes training people with disabilities (PWDs) about their rights, connecting them to social and professional resources, and advocating for their active inclusion in mainstream society. The Unit also educates communities around Tanzania about disability issues such as appropriate disability terminology and accessibility standards.

The Advocacy Unit lobbies for disability inclusion across sectors including health, education, transport and employment. In schools, the Unit prepares teachers and administrators to provide high quality, inclusive education for children with disabilities. It also works with public transit organisations, including the Dar es Salaam Area Rapid Transit (DART) bus system, to ensure PWDs can travel without restrictions. The Unit mobilises its expertise and connections to teach private companies, nonprofit organisations and government officials about disability inclusion in the workplace and to connect PWDs to work opportunities (more information about inclusive workplaces on reverse).

In recognition of their expertise and impact on the lives of PWDs in Tanzania, members of the Advocacy Unit were invited to participate in the 2013-2015 constitutional review process to ensure disability rights were included and protected.

Inclusive Workplaces

One way that CCBRT strives to build disability inclusive communities is by focusing on access to employment for PWDs. To facilitate access to work opportunities for people with disabilities in the Dar es Salaam region, CCBRT's Advocacy Unit conducts workplace accessibility audits, offers advice to employers making inclusive work site adjustments, and leads capacity building trainings on disability and inclusion that are tailored to the needs and goals of different employers. During these various consultancies, the team advises employers on disability inclusion and on the rights of PWDs under Tanzanian law.

Through the Advocacy Unit's work with employers, Tanzanian companies are better equipped to recruit PWDs, create disability inclusive workplaces, and fulfill their legal obligations towards PWDs.

In addition to its work with employers, the Unit supports PWDs in accessing the workplace by maintaining a database of PWDs seeking employment and connecting PWD job-seekers registered in the database with employment opportunities.

The Persons with Disabilities Act of 2010 stipulates that

ALL EMPLOYERS

with 20 or more employees should have 3 percent of its workforce comprised of PWDs.

LESS THAN 1% OF EMPLOYERS

with 20 or more employees in the Dar es Salaam region meet the 3 percent requirement.

MORE THAN 300

PEOPLE WITH A DISABILITY ARE REGISTERED in CCBRT's Employment Database



The Future of Advocacy

CCBRT has established itself as a leading advocate for disability rights and inclusion in Tanzania. In order to continue building healthy, inclusive communities, CCBRT has identified the following priorities and needs:

- **Improve inclusivity at CCBRT through sign language training and staff capacity building**
- **Work with government officials, employers, and schools to build national support for greater disability inclusion across sectors**
- **Continue registering people with disabilities in the CCBRT Employment Database and connecting registered PWDs with employment opportunities**